

COMMITTEE ON LEGISLATIVE RESEARCH  
OVERSIGHT DIVISION

**FISCAL NOTE**

L.R. No.: 1411-01  
Bill No.: SB 452  
Subject: Prohibits discrimination based on a person's sexual orientation.  
Type: Original  
Date: April 25, 2001

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**FISCAL SUMMARY**

<b>ESTIMATED NET EFFECT ON STATE FUNDS</b>			
FUND AFFECTED	FY 2002	FY 2003	FY 2004
None	\$0	\$0	\$0
<b>Total Estimated Net Effect on <u>All</u> State Funds</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

<b>ESTIMATED NET EFFECT ON FEDERAL FUNDS</b>			
FUND AFFECTED	FY 2002	FY 2003	FY 2004
None	\$0	\$0	\$0
<b>Total Estimated Net Effect on <u>All</u> Federal Funds</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

<b>ESTIMATED NET EFFECT ON LOCAL FUNDS</b>			
FUND AFFECTED	FY 2002	FY 2003	FY 2004
<b>Local Government</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

Numbers within parentheses: ( ) indicate costs or losses.

This fiscal note contains 3 pages.

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## FISCAL ANALYSIS

### ASSUMPTION

Officials from the **Departments of Labor and Industrial Relations** and **Transportation** assume that this proposal would not fiscally impact their agencies.

Officials from the **Department of Economic Development** assume that their agency will not violate the law and therefore no fiscal impact is anticipated.

<u>FISCAL IMPACT - State Government</u>	FY 2002 (10 Mo.)	FY 2003	FY 2004
	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>

<u>FISCAL IMPACT - Local Government</u>	FY 2002 (10 Mo.)	FY 2003	FY 2004
	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>

### FISCAL IMPACT - Small Business

Small businesses would not be expected to have a fiscal impact assuming they comply with the provisions of the proposal.

### DESCRIPTION

This proposal prohibits discrimination based on a person's sexual orientation. Currently, Sections 213.010 through 213.101, RSMo, authorize the Missouri Human Rights Commission (a commission within the Department of Labor and Industrial Relations) to seek to stop and prevent discrimination based on race, color, religion, national origin, ancestry, sex, disability, age as it relates to employment, or familial status as it relates to housing. This proposal adds sexual orientation to this list. Thus, the Commission may investigate complaints alleging discrimination in employment, housing, or places of public accommodation based on sexual orientation.

### DESCRIPTION (continued)

This proposal adds to the current definition of "discrimination" by including unfair treatment based on a person's presumed or assumed status, in addition to that person's actual status. A definition for "sexual orientation" is also added to include heterosexuality, homosexuality, bisexuality, or "having a self-image or identity not traditionally associated with one's biological maleness or femaleness."

This legislation is not federally mandated, would not duplicate any other program, and would not require additional capital improvements or rental space.

#### SOURCES OF INFORMATION

Department of Economic Development  
Department of Transportation  
Department of Labor and Industrial Relations

#### NOT RESPONDING

Office of the Attorney General

A handwritten signature in black ink, appearing to read "Jeanne Jarrett".

Jeanne Jarrett, CPA  
Director

April 25, 2001